



State of Wisconsin
Department of Workforce
Development

You're invited to the ***La Crosse*** Labor Law Clinic!

- August 19, 2010 (Thursday)
- 8:30 a.m. - 3:30 p.m.
- Radisson Hotel
- La Crosse, WI

Here Is	8:30 a.m. -	KICKOFF
What Is	8:45 a.m. -	" <u>Deciding Who Is Eligible for Unemployment Insurance Benefits</u> " <i>Emily Savard</i>
on the	10:00 a.m. -	Break
Program	10:15 a.m. -	" <u>Preparing for Unemployment Insurance Hearings</u> " <i>Ann Marie Molitor</i>
	11:45 a.m. -	Lunch (Included in registration fee)
	12:30 p.m. -	" <u>Understanding the Principles of Worker's Compensation Law</u> " <i>James T. O'Malley</i>
	1:45 p.m. -	Break
	2:00 p.m. -	" <u>Workplace Harassment</u> " <i>Steve Herje</i>
Time	Doors open at 8:00 a.m. Program begins at 8:30 a.m. Lunch is at 11:45 a.m.	
Cost	\$77.00 per person. Substitutions allowed. PRICE INCLUDES: continental breakfast items upon arrival (juice, coffee, and rolls), refreshments at breaks, and lunch; handouts for all presentations on the agenda, plus other DWD handouts.	
Site	Radisson Hotel , 200 Harborview Dr., La Crosse, WI 54601. 608 784-6680.	
Register	Complete and return the form that appears below. Seating is limited, so early advance registration is recommended. No discounts allowed for multiple reservations, missed meals, etc. Note: Last day for refunds or cancellations is August 13th, 2010. Registrations not cancelled by this date shall be subject to full payment of the registration fee. If you wish to confirm that your registration was received or to cancel, call 608 785-9812. Please keep all of the above information for future reference and return only the reservation form below.	

Please reserve _____ seats at the La Crosse Labor Law Clinic at \$77.00 each for a total of \$ _____.

Enclose full payment if paying by check or money order. Make checks payable to: **IAWP**

Name(s) 1. _____ 3. _____

2. _____ 4. _____

Email(s) 1. _____ 3. _____

2. _____ 4. _____

Company/firm Name _____

City _____ State _____ Zip _____ Phone _____

TO REGISTER: Mail this form to: Labor Law clinic, Attn.: Marianne Zerbe, 402 N. 8th St. La Crosse, WI 54601
OR FAX to: (608) 785-9327. Please choose only **ONE** reservation method.

***Tokens for the hotel parking lot will be provided at registration on August 19th.**

HERE ARE THE TOPICS TO BE COVERED:

8:45 a.m. “Deciding Who Is Eligible For UI Benefits” Provides an overview of the primary issues affecting employee eligibility and employer liability for Unemployment Insurance benefits. Includes a discussion of quits, discharges, offers of work, work available, and how terms such as “able to work” and “available for work” are defined by UI. Offers an opportunity for the audience to ask, and get answers to, questions about how and why UI benefits are paid.

10:15 a.m. “Preparing for Unemployment Insurance Hearings” Provides a basic introduction to the appeal process, including how to decide whether or not to appeal an initial eligibility determination, how to effectively prepare for a hearing to ensure that the necessary evidence is presented, and what to do if dissatisfied with the decision of an Administrative Law Judge.

12:30 p.m. “Understanding The Principles of Worker's Compensation Law” Focuses both on an overview of the key principles underlying the WC system and on practical, useful ideas for employers to implement in handling WC claims. Includes advice on establishing an effective injury reporting process, receiving employee accident reports, communicating with WC insurance carriers, investigating reports of work-related injuries, and steps to follow when presenting evidence on behalf of employers at hearings.

2:00 p.m. “Workplace Harassment” Provides information about harassment under the Wisconsin Fair Employment Law. Includes a discussion of sexual harassment and harassment based on other characteristics such as race, color, national origin, and sexual orientation. Utilizes case law to illustrate concepts, emphasizes the importance of strong company policies prohibiting unlawful harassment, and provides suggestions for handling and investigating complaints.

HERE ARE YOUR PRESENTERS:

EMILY SAVARD has been with the Unemployment Insurance Division since 2001. She worked as an adjudicator and is currently employed by the Division as a Disputed Claims Analyst. In this capacity, she assists in the development of laws and policies for Unemployment Insurance, trains adjudicators, evaluates decisions using state and federal guidelines, and provides technical assistance on complex claims. She also responds to inquiries from employers, claimants, and the legislature, as well as testifying at Unemployment Insurance appeal hearings. Emily is a 2000 graduate of the University of Wisconsin-Madison with a BA degree in English.

ANN MARIE MOLITOR is the Senior Administrative Law Judge in the Unemployment Insurance Division's Madison Hearing Office. In addition to performing supervisory duties, she conducts formal hearings concerning eligibility for unemployment benefits and issues written legal decisions. Ann has been with DWD since November 2004. Prior to her current work as an Administrative Law Judge, she worked as a civil prosecutor and as a legislative staff attorney. Ann is on the Board of the Government Lawyers Division of the State Bar of Wisconsin and currently serves as the Division's Treasurer. She earned her undergraduate degree from Marquette University and her law degree from the University of Wisconsin.

JAMES T. O'MALLEY is the Director of the Bureau of Legal Services in the Division of Workers Compensation. He had served as an Administrative Law Judge with the Worker's Compensation Division since July 1984 and since October 1989 as a section chief. From November 1976 to July 1984 Jim was an Administrative Law Judge in the Division of Unemployment Insurance. He also served as a member of the Executive Committee of the International Association of Industrial Accident Boards and Commissions from 1991-93. He is a 1972 graduate of the University of Wisconsin-LaCrosse and received his law degree from St. Mary's University in 1975.

STEVE HERJE has been an Equal Rights Officer for 8 years. Prior to his current position he worked briefly as an adjudicator with Wisconsin Unemployment Insurance. Steve has 15 years of law enforcement experience---most recently as an investigator with the Minnesota correctional system. He is a graduate of the University of Minnesota and attended the Universidad de Costa Rica, with a major in linguistic anthropology and a minor in biology.

IS THIS YOUR FIRST CLINIC?

THIS DAY-LONG CLINIC will include speakers from the Equal Rights, Worker's Compensation, and Unemployment Insurance Divisions with detailed information and practical guidance to help employers avoid violating state laws and rules in the topic areas on the Clinic agenda. This educational program contains information that will help employers prepare for state agency hearings and other administrative proceedings, if they become necessary.

THE WISCONSIN DEPARTMENT OF WORKFORCE DEVELOPMENT does not discriminate on the basis of disability in the provision of services or in employment. If you need assistance in using this service, please contact us. Deaf, hearing- or speech-impaired callers may reach us through the Wis. Telecommunication Relay System (WisTRS).

THIS CLINIC IS DESIGNED TO BE OF MOST HELP to persons needing an initial orientation to these topics or who wish to reconfirm their understanding of the basics. It also is designed for those who have specific questions to ask the speakers about the basic or more complex aspects of the programs.

A schedule of **future Labor Law Clinics** can be viewed on the Department of Workforce Development website at:
<http://dwd.wisconsin.gov/laborlaw/>